

## **FINDINGS OF FACT BY THE 2021 SALARY COMMISSION**

**APRIL 15, 2021**

Pursuant to Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (2017 ed.), the Salary Commission hereby makes the following findings of fact in support of its decision to adjust the salaries and salary schedules of elected and appointed officials of the City and County of Honolulu, said adjustments to be effective July 1, 2021:

1. The Salary Commission has the authority to annually establish the salaries of all elected officials, including the mayor, councilmembers and prosecuting attorney, designated appointed officials, including the managing director, deputy managing director, department heads, deputy department heads, and band director, and the salary schedules for the deputies of the corporation counsel and prosecuting attorney.
2. In order to streamline its annual review of salaries, the Salary Commission created a permitted interaction group ("PIG") pursuant to Haw. Rev. Stat. § 92-2.5 at its meeting on January 28, 2021. The PIG provided its report to the full commission at Salary Commission meeting held on February 26, 2021, recommending no salary increase for all elected and appointed officials covered by the Salary Commission.
3. The Salary Commission held a public hearing on the PIG's recommendations on March 19, 2021.
4. In accordance with the City Charter and Chapter 92 of the Hawaii Revised Statutes, the Salary Commission's meetings on January 28, February 26, March 19, and April 15, 2021, were duly noticed and afforded an opportunity for public comment. No public testimony was received by the Commission.
5. To assist in its annual review of salaries, the Salary Commission solicited input from the City Council and City Administration and received testimony from the Department of Human Resources, the Mayor's Office, and the Corporation Counsel. In arriving at its recommendations, the Salary Commission considered all testimony and data that was provided.



6. The Salary Commission finds that the PIG's recommended no salary increases are consistent with the principles of adequate compensation for work performed and preservation of a sensible relationship with other city employees.
7. While no salary increase is recommended, the Salary Commission acknowledges the contributions of those who occupy these positions for their individual and collective efforts in carrying out their duties and responsibilities to the fullest extent which benefits the residents of the City and County of Honolulu.

The above findings of fact will be to be forwarded to the Mayor and the City Council of the City and County of Honolulu by May 1, 2021.

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BRIAN TAMAMOTO, CHAIR

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KEVIN SAKAMOTO, VICE-CHAIR

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MALIA ESPINDA

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DAVID HAYAKAWA

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CAROLEE KUBO

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DEE WAKABAYASHI